



P.P.N. (P.G.) College, Kanpur

96/12 Mahatma Gandhi Marg, Kanpur -208001


•Telefax: (0512)2361924 • Website: www.ppncollege.org•

•email:ppncollegekanpur@gmail.com•


K.I. :- 5.1.4. (QnM) The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases.

Index I

S.N.	Details of statutory/regulatory Committees	Weblink	Page No
1.	Grievance Redressal Cell	https://ppncollege.org/grievance-redressal-cell/	A-1/P-1 to A-1/P-4
2.	Internal Complaint Committee	https://ppncollege.org/posh-icc/	A-1/P-5 to A-1/P-9
3.	Anti Ragging Committee	https://ppncollege.org/anti-ragging-committee/	A-1/P-10 to A-1/P-13


Prof. Suman Singh
Convener
NAAC


Prof. Abha Singh
Convener
IQAC


Prof. Anoop Kumar Singh
Principal
PPN (PG) College

A-1/p-1



प. पृथी नाथ (पी.जी.) महाविद्यालय, कानपुर
PANDIT PRITHI NATH (P.G.) COLLEGE, KANPUR

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Ref. No.

Dated 18/11/2021

Constitution of GRIEVANCE REDRESSAL CELL

This is to inform that as suggested by the UGC, a Grievance Redressal Cell is constituted in the college to deal with the grievances of the students.

Chairperson :- Prof. Anoop Kumar Singh - Principal

Convenor:- Shri Badal Basudeo Biswas

✓ **Member:- Dr. D. C. Katiyar – In-charge, Dept of Defence & Strategic Studies**

Dr. Ankit Gupta - Commerce Faculty,
Self Finance Dept.

Anoop
(Prof. Anoop Kumar Singh)

Principal
PRINCIPAL
PT. PRITHI NATH (P.G.) COLLEGE
KANPUR



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GRIEVANCE REDRESSAL CELL

POLICY DOCUMENT

1. Introduction

In compliance with the guidelines stipulated by the University Grants Commission, New Delhi, the College has instituted a Grievance Redressal Cell to address students' concerns, ensuring transparency in admission procedures and preventing unfair practices. The primary functions of the cell encompass investigating and assessing complaints filed by students, with a particular focus on matters related to harassment.

Students with genuine grievances are encouraged to directly approach department members or seek consultation with the designated officer in charge of the Grievance Redressal Cell. Alternatively, written grievances may be submitted to the suggestion box of the Grievance Cell located near the Administrative Office. Additionally, grievances can be communicated via email to the officer in charge of the Grievance Redressal Cell at studentsgrievancecell@ppncollege.org. Students may also seek assistance from their mentors in resolving issues.

2. Objective:

The primary objective of the Grievance Cell is to instill a responsive and accountable ethos among all stakeholders, fostering a harmonious educational environment within the institute. The constitution of a Grievance Cell is imperative for effectively addressing and redressing issues reported by students. The objectives include:

- **Upholding Dignity:** Ensuring a free atmosphere within the College by promoting cordial relationships among students and between students and teachers. This involves fostering an environment where dignity is paramount.
- **Encouraging Expression:** Facilitating an environment that encourages students to freely and openly express their grievances and problems without the fear of victimization, promoting transparency and openness in communication.
- **Anonymous Suggestions:** Installing a Suggestion Complaint Box in front of the Administrative Block, providing students with an anonymous channel to submit in writing their grievances and suggestions for enhancing academics and administration within the College.
- **Promoting Respect:** Advising students to respect the rights and dignity of one another, fostering an atmosphere of mutual respect. Emphasizing the importance of exercising restraint and patience during occasions of disagreement or conflict.



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- **Staff Conduct:** Advising all staff members to display affection towards students and to refrain from behaving in a vindictive manner under any circumstances. This underscores the importance of maintaining a positive and supportive staff-student relationship.

3. Scope:

The Grievance Cell will address written grievances from students on the following matters:

- **Academic Matters:** This includes concerns related to the prompt issuance of Transfer Certificates, Conduct Certificates, and other examination-related issues.
- **Financial Matters:** The cell handles issues related to outstanding dues and payments for various items, such as those from the library.
- **Other Matters:** This encompasses concerns about conditions of sanitation, potential victimisation by teachers, and any other miscellaneous misgivings.

4. Functions:

- Promptly addressing written grievances from students.
- Formally reviewing all cases and taking appropriate action in line with the College's policies.
- Providing reports to College authorities on cases attended to and any pending cases requiring guidance from higher authorities.

5. Procedure for Lodging Complaint:

- Students may submit grievances in writing or through the designated format available on the College website.
- The Grievance Cell will act on cases forwarded with necessary documents.
- Ensuring proper resolution within a stipulated timeframe set by the cell.

6. Follow-up & Coverage:

- The Grievance Redressal Cell will coordinate and ensure redressal within 30 days.
- Regular follow-ups based on the severity of grievances until a final resolution is achieved.

7. Exclusion:

The Student Grievance Cell will not entertain the following issues:

- Decisions of the Academic Council/Board of Studies and other academic/administrative committees.
- Decisions related to scholarships, fee concessions, awards, and medals.



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- Decisions made under the Discipline Rules and Misconduct.
- Decisions of the College regarding admissions to any courses.
- Decisions of the competent authority on assessments and examination results.

Committee Members:

1. **Chairperson:** Prof. Anoop Kumar Singh, Principal
2. **Convenor:** Shri Badal Basudev Biswas, Dept. In-charge (Zool.)
3. **Member:** Dr. D.C. Katiyar, Dept. In-charge (D&ST.)
4. **Member:** Dr. Ankit Gupta, Faculty, Self Finance

Anoop
Badal
D.C. Katiyar
Ankit



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A/P-5

Dated 17/11/2022

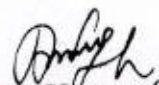
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Internal Complaints Committee (ICC)

In accordance with the UGC (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations 2015, coupled with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013, the Internal Complaints Committee (ICC) of the College has been established to address and resolve complaints concerning sexual harassment within the workplace. The tenure of the committee will be from 18th November 2022 to 17th November 2025.

The ICC of the College comprises of the following members:

SI No	Positions	Name	Chairperson/ Member
1.	Presiding Officer	Prof. Suman Singh	Chairperson
2.	Two Faculty Member	Prof. Abha Singh	Member
3.		Dr. Satish Chandra	Member
4.		Suruchi Vishal Awasthi	Member
4.	One Non-Teaching Employee	Meera Jain (Advocate District Court)	Member
5.	A member of an NGO or a person familiar with sexual harassment issues		Member
6.	Three Student nominees (Only if the matter involves students)	Ankit Philip Anderson, Research Scholar, Physics Department.	Member
7.		Janhvi Singh, MA 2 nd Year, English	Member
8.		Saumya Rawat, MA 1 st Sem, English, Geography	Member


Prof. Anoop Kumar Singh

PRINCIPAL
Principal
PANDIT PRITHI NATH P.G. COLLEGE
KANPUR



POSH – Prevention of Sexual Harassment of Women at Campus



In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and in partial modification of Office Order No. 449 dated 05.08.2016, Internal Complaints Committee (ICC) is constituted as under to deal with the complaints relating to Sexual harassment at work place.

We have a dedicated Committee to take care of issues regarding any such discrimination acts.

INTERNAL COMPLAINTS COMMITTEE (ICC)

As per the guidelines of UGC an Internal Complaint Committee (ICC) has been formed in our college to provide a healthy, safe and congenial atmosphere to the female staff and students of the college.

The ICC is constituted to meet the three basic objective:

- To comply with the procedure prescribed in the UGC Regulations 2015 and the

PoSH Act for inquiring into the complaint in a time bound manner.

- To develop the guidelines and norms for a policy against sexual harassment in the campus.
- To spread awareness amongst student and staff about their legal rights under PoSH Act 2013.

ICC OFFICE BEARERS

1. Prof. Suman Singh, Presiding Officer
2. Prof. Abha Singh, Faculty Member
3. Dr. Satish Chandra, Faculty Member
4. Mrs. Meera Jain, External Member



Who can approach to ICC for complain?

Any female faculty, student or staff of P. P. N. PG. College, Kanpur.

What constitute "Sexual Harassment"?

"Sexual harassment" includes any unwelcome sexually inclined behaviour, whether directly or indirectly, such as:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually coloured remarks

A-1/P-8

- Showing any pornography, or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

What are the possible action that can be taken against respondent?

Any one or many among the following;

- Warning
- Written apology
- Bond of good behaviour
- Adverse remark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant actions

All action shall be taken after affording an opportunity to explain its position.

Upload your Complaint

← Previous Page

Next Page →

A-1/P-9

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Contact Us

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पं० पृथीनाथ महाविद्यालय, कानपुर

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Ref. No./ क्रमांक.....

012

Date/दिनांक 24/05/2017

कार्यालय-ज्ञाप

12. एन्टी रैगिंग समिति

माननीय अध्यक्ष, प्रबन्ध समिति के निर्देशानुसार महाविद्यालय के एन्टी रैगिंग समिति का पुनर्गठन किया जाता है। जिसका कार्यकाल तीन सत्र (2017-18, 2018-19, 2019-20) का होगा। जिसके संयोजक एवं सदस्य निम्नवत् होंगे-

- | | | | |
|----------------------------|---|--------|--|
| 1. डा0 देवेश चन्द्र कटियार | - | संयोजक | |
| 2. डा0 मीना गुप्ता | - | सदस्य | |
| 3. डा0 वन्दना द्विवेदी | - | सदस्य | |
| 4. डा0 धनंजय सिंह | - | सदस्य | |
| 5. डा0 मोनल सिंह | - | सदस्य | |
| 6. डा0 मनिन्दर सिंह अरोड़ा | - | सदस्य | |

माननीय उच्च न्यायालय एवं शासन के निर्देशों के अनुरूप गठित इस समिति का दायित्व छात्र-छात्राओं को रैगिंग हेतु हतोत्साहित करना एवं आवश्यकता अनुसार रैगिंग में दोषी छात्र छात्राओं के विरुद्ध दंडात्मक कार्यवाही हेतु संस्तुति करना।

(डा0एस0एस0एस0कुशावाहा)

प्राचार्य

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Ref. No.....

Dated 25/08/2020

कार्यालय ज्ञाप

17. एण्टी रैगिंग समिति (Anti Ragging Committee)

माननीय अध्यक्ष, प्रबन्ध समिति के निर्देशानुसार महाविद्यालय के एण्टी रैगिंग समिति का पुनर्गठन किया जाता है, जिसका कार्यकाल तीन सत्र (2020-21, 2021-22, 2022-23)/यू0जी0सी0/शासन के नियमानुसार होगा, जिसकी संयोजिका एवं सदस्य निम्नवत होंगे-

- | | |
|------------------------------|---------|
| 1. डॉ0 विमल जायसवाल | -संयोजक |
| 2. डॉ0 वन्दना द्विवेदी | -सदस्य |
| 3. डॉ0 शैलेन्द्र प्रताप सिंह | -सदस्य |
| 4. डॉ0 रिचा त्रिपाठी | -सदस्य |

माननीय उच्च न्यायालय एवं शासन के निर्देशों के अनुरूप गठित इस समिति का कार्य छात्र/छात्राओं को रैगिंग हेतु हतोत्साहित करना एवं आवश्यकतानुसार रैगिंग में दोषी छात्र/छात्राओं के विरुद्ध दंडात्मक कार्यवाही हेतु संस्तुति करना।

(डॉ0 इन्द्रजीत सिंह)

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Anti Ragging Committee

Ragging in any form is strictly prohibited within the premises of the college. First anti-ragging committee was constituted in the year 2017 in the convenorship of Dr. D. C. Katiyar with members Dr. Meena Gupta, Dr. Vandana Dwivedi, Dr. Dhananjay Singh, Dr. Monal Singh and Dr. Maninder Singh Arora. Every year at the time of admission college take the undertaking of Anti ragging in the prescribed format by each and every student. It is mandatory as per Hon able Supreme court and U.G.C regulation that all students fill in anti-ragging undertaking each year. A number of hoardings bearing the message of ragging as punishable offence has been mounted to every corner of the premises wall of the college to convey the message of anti-ragging to every student. At present an anti-ragging committee as:

1	Mr. Vimal Kumar Jaiswal	Convenor	anti-raggingcell@ppncollege.org
2	Prof. Vandana Dwivedi	Member	anti-raggingcell@ppncollege.org
3	Dr. Shailendra Pratap Singh	Member	anti-raggingcell@ppncollege.org
4	Dr. Richa Tripathi	Member	anti-raggingcell@ppncollege.org

is working. Any students may complain against ragging on the given email as above

ORDINANCE XV-C Prohibition and Punishment for Ragging

1. Ragging in any form is strictly prohibited, within the premises of College / Department or Institution.
2. Any individual or collective act or practice of ragging constitutes gross indiscipline and shall be dealt with under this Ordinance.
3. Ragging for the purposes of this Ordinance, ordinarily means any act, conduct or practice by which dominant power or status of senior students is brought to bear on students freshly enrolled or students who are in any way considered junior or inferior by other students; and includes individual or collective acts or practices which
 - a. Involve physical assault or threat to use of physical force.
 - b. Violate the status, dignity and honour of women students.
 - c. Violate the status, dignity and honour of students belonging to the scheduled caste and tribe.
 - d. Expose students to ridicule and contempt and affect their self-esteem.
 - e. Entail verbal abuse and aggression, indecent gestures and obscene behavior.

The Principal of a College, on the report of anti-ragging committee shall take immediate action on any information of the occurrence of ragging.



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A-1/P-13

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Notwithstanding anything in Clause above, the Chief Proctor may also suo moto enquire into any incident of ragging and make a report to the Principal, of the identity of those who have engaged in ragging and the nature of the incident.

Procedure for making a complaint (Prohibition of Ragging act-2011)

1. Whenever any student or, as the case may be, the parents or guardian, or a teacher of an educational institution complaints, in writing, of ragging to the head of an educational institution, the head of that institution shall within seven days of receipt of complaint and if prima facie the complaint is found true, he shall immediately forward the complaint to the police station having jurisdiction of the area in which such educational institution is situated for registering a case under the act.
2. Where, on enquiry by the head of the educational institution, it is found that there is no substance prima facie in the complaint received under sub-section (1), he shall intimate the fact, in writing, to the complainant.

Removal from rolls of educational institution:

Any student convicted of an offence under section 4 shall be removed from the rolls of the educational institution and shall not be admitted in any other educational institution for a period of three years from the date of such removal.

Penalty for Ragging

1. Whosoever, directly or indirectly, commits or participates in or abets or propagates ragging within, or outside any educational institution shall, on conviction, be punished with imprisonment for a term which may extend to two years or with fine may extend to ten thousand rupees or with both.
2. If the particular person committing or abetting ragging is not identified, every person participating in, or present at, such ragging activity shall be liable to punishment under the Act and collective punishment shall be resorted to so as to act as a deterrent punishment and to ensure collective pressure on the potential raggers.

Mr. Vimal Kumar Jaiswal
Convenor

Prof. Anoop Kumar Singh
Principal